



Key Changes Associated with the Tentative Agreement Between the County and SLOCEA Big Unit.

Note: These provisions are not effective until successful ratification and approval by the County Board of Supervisors.

- Term
 - Three years: July 1, 2019 – June 30, 2022
- Salaries
 - 3.00% wage increase for all members effective the pay period following Board approval
 - Equity increases for certain classes below market. This impacts about 40% of the SLOCEA membership effective the pay period following Board approval (click [here](#) for information on the equity increases)
 - One-time payment of \$500 per person for all members effective the pay period following Board approval
 - 2.00% wage increase for all members effective the pay period including July 1, 2020
 - 2.00% wage increase for all members effective the pay period including July 1, 2021
- Retirement
 - Employees and the County will split pension increases 50/50, except that the employees' share of the increases shall not exceed 3% during the term of the MOU only
- Healthcare
 - For employees with employee only medical coverage:
 - \$15.00/mo. increase effective the first paycheck of January 2022 (increase from \$750.50/mo. to \$765.58/mo.)
 - For employees with employee + 1 dependent medical coverage
 - \$25/mo. increase effective the pay period following Board approval (increase from \$1,025/mo. to \$1,050/mo.)
 - \$25/mo. increase effective the first paycheck of January 2021 (increase from \$1,050/mo. to \$1,075/mo.)
 - \$25/mo. increase effective the first paycheck of January 2022 (increase from \$1,075/mo. to \$1,100/mo.)
 - For employees with employee + 2 or more dependent medical coverage
 - \$30/mo. increase effective the pay period following Board approval (increase from \$1,250/mo. to \$1,280/mo.)
 - \$30/mo. increase effective the first paycheck of January 2021 (increase from \$1,280/mo. to \$1,310/mo.)
 - \$30/mo. increase effective the first paycheck of January 2022 (increase from \$1,310/mo. to \$1,340/mo.)

- For employees enrolled in a High Deductible Health Plan the County will provide a Health Savings Account match of \$750 per employee per year starting the first paycheck of January 2022
- Call back/Call in
 - Restore the 2-hour minimum for remote call back work, but only for time between 10:00pm and 6:59am effective the pay period following Board approval
 - Maintain the call back of 30-minute increments for hours between 7:00am and 9:59pm effective the pay period following Board approval
- Uniforms
 - Airports operations specialists will be eligible for the \$145/yr. uniform allowance and the \$200/yr. boot allowance, paid on the first pay period of each fiscal year
- Cannabis Enforcement
 - Resource Protection Specialists will receive a 4% differential for all hours worked in the field on compliance checks effective the pay period following Board approval
- Annual Leave Program
 - Part-time employees will take annual leave on the same pro rata basis as their part-time schedule bears to the full work schedule of their department
- Standby Duty
 - SART standby has been increased from \$3.35/hr. to \$3.75/hr. effective the pay period following Board approval
- Consultation Standby
 - Employees will be paid \$100/mo. when assigned to consultation standby, and will be paid regular pay for work associated with a call effective the pay period following Board approval
- Bilingual Pay
 - Increase bilingual low rate from \$60/mo. to \$100/mo. effective the pay period following Board approval
 - Increase bilingual high rate from \$100/mo. to \$150/mo. effective the pay period following Board approval
- Health Agency Special Allowances
 - All Health Agency staff will be eligible for the \$2.00/hr. Jail differential effective the pay period following Board approval
 - Increase the PHF differential from \$1.50/hr. to \$2.00/hr. effective the pay period following Board approval
 - Behavioral Health Community Action Team (BHCAT) differential of 5% for each hour providing services to the community effective the pay period following Board approval. This will not be in addition to the \$2.00/hr. jail differential Employees assigned to both the Jail and the BHCAT cannot code both simultaneously
 - Increase the differential for temporary supervision effective the pay period following Board approval
- Shift Differential
 - Clarification on shift differential eligibility
- Mileage Reimbursements and Travel Time for Temporary Work Location Changes and Travel on County Business
 - MOU language now refers to the County Travel Policy
- Use of Personal Cell Phones
 - Clarification on use of personal cellphones for County business